

Coconino County Public Works is hiring: **Assistant County Engineer**



UNIQUE OPPORTUNITY

Coconino County Public Works is recruiting for an Assistant County Engineer. CCPW is committed to a collaborative and empowering culture – a culture that supports a strong sense of belonging and deep trust. All team members work together to create, share, challenge and grow our team. The Assistant County Engineer is a key contributor to this transformational leadership vision, specifically working within our Engineering Division to provide guidance and support, while also producing important work. Unique to our department is a County-wide local sales tax that is solely dedicated to Public Works road maintenance and capital projects – we invested over \$32 million in capital projects since the passage of the County's Road Maintenance Sales Tax in 2014.



Coconino County is a land of vast and endless beauty, home to many cultures.

OVER →

COCONINO COUNTY

- Coconino County is the second largest county in the contiguous United States; larger than the country of Switzerland.
- More than 140,000 people live here.
- 27 percent of the population is of Native American descent; 14 percent is Hispanic.
- Nearly a third of the residents have a college degree.
- The largest city is Flagstaff, with approximately 72,000 residents.
- Other communities include Page, Williams and Sedona.

Coconino County offers
four seasons with 300 days
of sunshine

“The landscape across Coconino County is truly stunning. It draws active, engaged people who work hard, play harder and care deeply about their community. It is a very special place to call home.”

— LUCINDA ANDREANI, Director • Coconino County Public Works

THE IDEAL CANDIDATE

The Coconino County Assistant County Engineer understands and embraces the breadth and complexity of Public Works projects, as well as the role of servant-leader for the Engineering Division. The Assistant County Engineer supervises the design team in the Engineering Division that includes, Surveyors, Right of Way Technician, Engineering Technician/CAD Designer, and Undergraduate Interns. The ideal candidate brings a balance of practical engineering experience, as well as supervisory/coaching experience and leadership vision. Specifically, CCPW seeks a professional with knowledge in the areas of national standards for traffic control devices, road design, pavement preservation and management, as well as traffic analysis and planning.

WE VALUE HONESTY, FAIRNESS,
MUTUAL RESPECT

The Assistant County Engineer is a skilled leader and motivator who is open-minded, ethical, honest and accountable. This individual is enthusiastic about public service, supports an already very strong Engineering team and exhibits superior character traits, including:

- Professional credibility and confidence;
- Trustworthiness, humility, and integrity;
- Balances big picture, visionary thinking with thoughtful strategic implementation of County programs and services;
- Sensitivity and savvy navigating the political nature of the work;
- Agility to work with community partners, residents and elected officials on key community priorities;
- Experience leading and coaching diverse teams towards their goals;
- Builds meaningful, collaborative relationships;
- Builds teams through support, coaching and inclusion; and,
- Thoughtful leadership committed to nurturing a work culture of learning and accountability.

BUILT ON STRENGTH, LEADERSHIP
AND COMPASSION

Coconino County Public Works promotes a transformational leadership philosophy that inspires team members to achieve extraordinary results while cultivating our next generation of leaders. Every team member is expected to lead by example, regardless of their job title. The Assistant County Engineer is expected to foster a climate of trusting relationships, take ownership for their actions, honor diversity, seek and share knowledge openly, as well as accept that every outcome presents a new learning opportunity.



FLAGSTAFF

Flagstaff is a sophisticated four-season destination city with the warmth and charm of a small town bathed in spectacular natural beauty.

- Located at 7,000 feet at the base of the San Francisco Peaks.
- Situated on the storied Route 66, and at the crossroads of Interstate 17 and Interstate 40.
- Flagstaff Airport transports thousands each year with 66,526 enplanements in 2017.
- Grand Canyon National Park is a 90-minute drive away; Sedona and the Red Rock Country are a 45-minute drive from Flagstaff.
- Arizona Snowbowl offers skiing and snowboarding; Arizona Nordic Village grooms nearly 30 miles of trails for cross-country skiing.
- More than 56 miles of trails make up the Flagstaff Urban Trail System.
- Four-and-half million people visit the historic downtown district annually.
- World-class astronomical research and public education continue at Lowell Observatory, where Pluto was discovered.
- Arts and science festivals help generate more than \$90 million annually in tourism revenue.
- The Museum of Northern Arizona houses more than five million Native American artifacts, natural science specimens and fine art pieces.
- Flagstaff Medical Center is the region’s Level 1 Trauma Center.
- Flagstaff is home to Northern Arizona University, a premier research and higher education institution with more than 20,000 students.
- Coconino Community College fosters a learning environment for 10,000 students each year and is instrumental in training the County’s nurses, firefighters and paramedics.

OUR AWARD-WINNING CITY

- Named #1 “Most Up and Coming City” by *American Unraveled*
- Listed among the 25 Best Towns of 2017 on *Outsideonline.com*
- Ranked #3 for Best College Town in America by *American Institute of Economic Research.com*, 2017
- Recognized among the Top Four Community College Towns by *TurboTenant*
- America’s First STEM City
- First International Dark Sky City
- Lowell Observatory is considered “America’s Observatory” by *Astronomy Magazine*

LOCALLY FUNDED WITH A FOCUS ON INVESTING IN THE FUTURE

Coconino County Public Works maintains over 1,000 miles of roadways across a vast, spectacular landscape in northern Arizona. In addition to Road Maintenance, the department also administers the County's Flood Control District and provides Fleet Services to all County departments. With a budget exceeding \$30 million, the department is funded by gas tax revenue and, importantly, a locally controlled sales tax dedicated solely to road maintenance services and capital projects. Sixty-five percent of the County's voters approved Proposition 403, the Road Maintenance Sales Tax in 2014, providing over \$8 million in revenues annually and supporting investments in our people, organizational improvements, capital projects and equipment for the next 18 years. The Road Maintenance Sales Tax has funded about \$32 million in capital project expenditures including pavement preservation projects since 2014. These funds are also supporting investments in technology, including a state-of-the art pavement management system that will be populated with data from the most sophisticated pavement evaluation technology available. Public Works is very successful in securing grants, including a recent \$20.7 million award for a third Lake Mary Road Corridor project.

For more information about the department's capital projects, budget & financials and Proposition 403, please visit www.coconino.az.gov/PublicWorks.

AWARD-WINNING ENGINEERING DIVISION

The Engineering Division within Public Works is an experienced team that delivers a wide range of services, including engineering design, transportation planning, traffic management, survey, rights of-way acquisition and construction management. Three members of this distinguished team have received Robert C. Esterbrooks Awards from the Arizona Association of County Engineers, as well as many awards for project excellence.

The Engineering Division, with the support of a strong team of consulting and contracting partners, is nationally renowned for the Schultz Flood Mitigation Projects. A wildfire resulted in catastrophic flooding of downstream neighborhoods. This remarkable team designed and/or constructed over \$32 million in mitigation projects in less than five years. The Arizona Association of Counties recognized this team for this achievement, which reduced the threat to lives, protected vital infrastructure and restored watersheds.

COMPETITIVE COMPENSATION

**The salary range for the
Assistant County Engineer is
\$78,523-\$115,429**



ROBUST BENEFITS PACKAGE

Coconino County offers a comprehensive benefits package that includes healthcare and wellness, life insurance, FSAs/HSAs, professional development opportunities, and flexible options for vacation/personal time/leave as well as ten paid holidays and membership in the Arizona State Retirement System. For detailed information on the benefit offerings including cost tables, visit <http://www.coconino.az.gov/782/Employees>.

APPLICATION PROCEDURE

For more information about this exciting opportunity, please visit www.coconino.az.gov/assistantcountyengineer. Contact the recruiter with any questions at recruiter@coconino.az.gov or (928) 679-7100.

